

## **Sustainability Policy**

At Milieu we offer sustainability as standard.

We believe it's our responsibility to create spaces that our communities enjoy long after project completion. This means we facilitate healthy and sustainable lifestyles that can improve the health and wellbeing of our residents.

We're proud of the homes and venues we develop—but we recognise that there's a clear link between environmental challenges and the industries we operate in (property, construction, and hospitality). We understand that climate change is a human-made crisis that negatively impacts historically marginalised and underserved people.

We recognise that we have a role to play in advocating for climate justice. We do this in our various industries by taking a human-centred approach that fosters innovation to deliver a more sustainable city and a more positive future.

To achieve our sustainability goals, and improve the homes and lives of people, we focus on five key areas (listed below). Specific objectives and actions related to these focus areas can be found in our Sustainability Action Plan.

### **Our Office**

People are at the centre of everything we do, and we aspire to be an innovative workplace that fosters connection, community, and culture. We will work collaboratively with our community and consider the ethical and environmental impact of all operational activities.

### **Design**

The creation of any new project has the potential to leave behind a substantial environmental footprint. Milieu will facilitate the development of design-led projects where sustainability is standard. We commit to incorporating design principles that promote sustainable, healthy, functional, and resilient spaces that are above standard practice.

### **Construction**

The construction process is a core business practice that leaves behind a substantial environmental footprint. We commit to exploring ways to reduce our environmental impact during the construction phase of projects, reducing waste during the construction process; and researching sustainable materials and processes to create smarter, safer, and healthier spaces.

### **Community**

We commit to educating ourselves and our wider community on fundamental knowledge gaps regarding sustainability, climate justice and reconciliation.

### **Hospitality**

We acknowledge that contributing to Melbourne's thriving hospitality scene comes at a cost to the earth. We commit to developing an action plan to measure, reduce and neutralise each venue's carbon footprint. We will educate employees and demonstrate sustainability leadership within the hospitality industry.

### **Milieu's key sustainability objectives:**

- Live by sustainable practices, be climate-committed and advocate for climate justice.
- Join B Corp's Climate Collective #RaceToZero and achieve net-zero emissions as an office by 2030; this involves offsetting our carbon emissions and emphasising carbon renewal efforts.
- Use our expertise to uplift at a community level and facilitate innovation in the industries we operate in.
- Educate and help our community understand identified problems and involve them meaningfully in our work towards solutions.
- Conduct business with consideration for the environment and all stakeholders to create progressive, inclusive communities.
- Lean into a culture of continuous improvement, education, and development with regard to our sustainability ambitions, and collaborate for impact.
- Encourage innovation and adopt solutions to improve the built environment's business-as-usual approach to housing and the development of cities.

### **Milieu sustainability key challenges:**

- Climate justice is a non-linear journey. We acknowledge that the goalposts are not clearly defined and are always changing; we need to be comfortable with uncertainty and gradual evolution.
- Continual education of the wider community to improve understanding of sustainability and enable uptake.
- Challenging the everyday status quo.
- Insufficient resources for the potentially high cost of change and innovation.
- Entrenched business behaviours in our various industries.

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